Identify key questions you might use in your collaborative conversation.

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| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * A conversation was held with the principal and counselor to determine a plan to develop the state mandated CORE. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * What are some thoughts you have to develop a professional learning community to achieve the goal? |
| * *Reflective Questions* * The “what about the what” * Emotional | . What do you believe would be the benefit of planning an eight period day compared to the seven period day?  What plans do you have to get teachers on board and create leadership for learning communities with the staff?  . What do you see changing for the students? |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * So what other advantages do you see in the eight period day? * We need to improve TAG in the high school. How do you see this fitting into this plan? * So what are some advantages you see for developing the 21st Century skills? * So what are some of your concerns with the plan? |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * What is next? * What is your timeline to achieve the plan? |
| * *Based on the Decision, what are the responsibilities of the administrator?* | *.* What are the responsibilities of the administrators in your next steps and the timeline you have developed? |
| * *Based on the Decision, what are my responsibilities?* | * What part of the plan do you need me involved in? |

**Reflection on the Collaborative Conversation**

**Name: Dan Crozier**

**Date: 12-10-09**

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

Planning the conversation gave me opportunity to think through the ORID questions I needed to have answered and the information I needed to support the development of the plan.

The questions helped all parties become involved in the conversation. The ORID questions helped to create open ended opportunities in the discussion.

**What was most challenging for you during the conversation? Most pleasing?**

It took me a little time to become comfortable with the questions. Once this happened, I was able to become a better listener.

I was pleased with the amount of information I was able to collect in a short period of time.

**What might be some things you would do differently/the same in your next conversation?**

One thing I would do different, would be to encourage deeper thinking about the road blocks that could develop when changes take place.

One thing I would continue is to review the ORID questions to help the conversation flow smoothly.

**What techniques will you specifically address in your next coaching conversation?**

Become more comfortable with the questions to help the conversation flow smoothly.